

**STATE OF CALIFORNIA
CIVIL RIGHTS DEPARTMENT
DUTY STATEMENT**

Employee Name	Classification Name	Position Number
Vacant	Attorney IV	430-5780-002
Division/Unit	Date	Prior Pos # (if applicable)
Legal / EG	11/1/2022	

SUMMARY OF RESPONSIBILITIES

Under the direction of the Assistant Chief Counsel, the Attorney IV will perform the most sensitive and complex legal work including assignments involving cases of the highest degree of difficulty in accordance to the Fair Employment and Housing Act, Ralph Civil Rights Act, Unruh Civil Rights Act and the Disabled Persons Act. Duties of the Attorney IV include, but are not limited to, the following:

Description of Essential Functions:

- 25% Prosecutes individual, class, group and systemic civil rights cases. Supports the Legal Division by handling litigation assignments of the highest difficulty and complexity. The incumbent is a lead in general and complex litigation, representing the Department in trial courts and other forums. Develops and implements litigation and alternative dispute resolution strategies. Conducts and defends depositions.
- 25% Conducts and oversees research and writing for bringing and defending motions including, motions for summary judgment, discovery motions, expert motions, motions in limine, etc. Conducts analyses and research of statutory and case law and drafts legal opinions. Conducts legal writing and research.
- 25% Assists in developing Legal Division strategies and proposals to identify cases for class and group actions under the Department's statutory authority, analyze statutory and regulatory authority, and acts as a lead in the identification, design and conduct of investigations.
- 10% Works cooperatively with a variety of individuals and organizations and maintains the confidence and respect of others; works effectively and efficiently under pressure.

Marginal Functions:

- 5% Defends the Department and litigates cases before the State Personnel Board, other administrative tribunals, and civil court relating to personnel actions.
- 5% Provides legal training and outreach, and responds to difficult legal correspondence. Prepares for and presents training on civil rights law to the Legal and Enforcement Divisions' staff, as well as to stakeholders and the public.
- 5% Conducts special projects for the Chief Counsel, Deputy Chief Counsel, General Counsel, Director, and other members of the executive staff; and other duties as required.

Desirable Qualifications:

- Experience leading complex civil rights litigation in employment, housing, public accommodations, hate violence, and/or human trafficking.
- Excellent investigative skills, analytical skills, writing ability, and organizational skills.
- Experience working with experts and analyzing large document productions and datasets.
- Outstanding oral communication skills, including oral argument expertise before courts.
- Strong initiative and work ethic.
- Ability to use sound judgment.
- Ability to work with people, including opposing counsel, in a professional and civil manner.
- Commitment to public sector service.
- Travel as required to conduct state business.
- Openness to take direction and accept feedback from supervisors and managers.
- Ability to speak a second language (bilingual) or American Sign Language preferred

Work Environment, Physical, or Mental Abilities:

The demands described here are representative of those that must be met by the incumbent, with or without a reasonable accommodation, to successfully perform the essential functions of the job:

- Requires daily use of a personal computer and related software applications at a workstation.
- Requires ability to complete tasks that typically may require making repetitive hand movements in the performance of daily duties, with or without reasonable accommodations and modifications to facilitate such tasks.
- Requires prolonged use of a workstation for 6.5 to 7 hours per day.
- Requires dependability and excellent attendance records.
- Requires occasional travel to conduct on-site mediations, depositions, trials and other court appearances, and investigative interviews.

Supervision Received:

The Attorney IV is supervised by the Chief Counsel or Assistant Chief Counsel.

Supervision Exercised:

In capacity of lead attorney in complex group and class actions, may delegate and review the work of other attorneys.

Administrative Responsibility:

Adheres to all applicable laws, rules, policies, and procedures of the Department, including directives from departmental management personnel on non-legal matters.

Personal Contacts:

The Attorney IV has daily contact with their Assistant Chief Counsel, Departmental attorneys, other members of the Legal Division, Departmental management and staff, complainants, respondents, legal representatives, control agency representatives, and the general public.

Actions and Consequences:

Failure to use good judgment in handling sensitive and confidential information could result in such information being released to unauthorized persons and/or incorrect information forming the basis for personnel management decisions.

I have read and understand the duties assigned as described above. I meet all job requirements as described above and am capable of performing the essential functions with or without a reasonable accommodation

Employee's Signature

Date

Supervisor's Signature

Date